FUNCTION:

Responsible for the effective implementation of aspects of the Institute's programmes concerned with research into economic animal production systems in general and animal production and nutritional requirements in particular.

The Scientist 1 is required to participate in the Institute's planning, resource mobilisation and budgeting process by helping to identify, define and develop projects in the area of animal nutritional research to improve the efficiency of animal production systems in the region aimed at the general meat and related markets.

The Incumbent is required to execute animal nutrition and production research projects on both a single Country and Regional Network basis, applying the principles of animal science to practical areas.

The incumbent is also required to design appropriate experiments to conduct the necessary scientific enquiry and to collect, collate and analyse the resultant data and disseminate the findings and conclusions in the form of reports and technical papers.

The Scientist is responsible for executing the Institute’s Intellectual Property (IP) policies and procedures in respect of research and development projects. This will involve working with all contributors of material to ensure compliance with IP requirements. Related work also involves identifying and clearing copyrighted third party material and determining the appropriate steps either to clear or replace the material for publication.

The incumbent must be able to relate the research and development work he/she is engaged in to the wider industry to which the community belongs. The incumbent may be required to work as part of a multi-disciplinary team.
ESSENTIAL DUTIES AND RESPONSIBILITIES:

Target the livestock needs of the Bahamas Government through research and development initiatives.

Implement strategies and policies to reduce the meat imports of the Bahamas.

Conceptualize and execute relevant and appropriate courses with respect to the needs of the Bahamas.

Assist with the development and design programs for training in Small Ruminant.

Conduct training in the areas needed with respect to the Programme of Work for the Bahamas.

Participates in research, marketing, project planning, resource mobilisation and budgeting activities within Country Representations.

Executes animal science components of Country Programmes as outlined in the requisite project log frames. Monitors and reports on progress of same.

Designs and executes appropriate scientific experiments to study significant variables impacting on the efficiency and economics of animal production and on quantity, quality of animal products produced. Analyses data and makes recommendations accordingly.

Defines and discusses with research team/associates the phasing and duration of all support activities required to execute research development project. Ensures that requirements are readily available.

Studies feed requirements of livestock, such as cattle and small ruminants, and analyses the nutritive value of feed materials such as grasses and legumes.

Identifies locally available ingredients to replace imported components in animal feeds.

Conducts research and development work to expand and protect the Institute’s intellectual property resources.

Maintains currency in intellectual property developments in the particular field of research nationally, regionally and internationally and keep Management informed.

Ensures that social and gender considerations are taken into account in planning and implementing research activities, particularly in on-farm experiments.

Assists where possible in strengthening and establishing farmers' groups and participates in the planning and coordination of workshops and seminars for farmers and Farmers' Organisations. Provides technical assistance as necessary.

Makes inputs into the preparation of technical packages, project proposals and policy papers. Prepares progress reports on a monthly or quarterly basis and writes factsheets, bulletins and other scientific papers for publication. Also, attends workshops and conferences on behalf of CARDI and represents the Institute on Boards and Committees.

Ensures that activities carried out and technologies designed, tested and adapted do not promote environmental degradation.
Disseminates findings of original research work through the preparation of papers for publication in respectable agricultural science journals. Presents such papers at Regional/International Conferences.

Determines on an annual basis the 'Major Job Objectives' for each subordinate and to identify and discuss the "Key Results Areas" to be used for performance measurement.

The above responsibility statements identify specific duties necessary to attain CARDI’s overall objectives while not precluding the job holder from carrying out other related activities that may be inherent in the job.

REPORTING RELATIONSHIPS : Technical Services Manager and CARDI Representative

PRINCIPAL ORGANISATIONAL RELATIONSHIPS:

Internal : All departments within the Organisation

External : Government and Business organisations, and Agencies associated with CARDI.

PERSONNEL SUPERVISED BY THIS POSITION INCLUDE:

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<tr>
<td>Research Assistant</td>
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<td>Technical Assistant</td>
<td>Labourer</td>
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EXPERIENCE : In excess of 6 years post university practical experience in the field of Animal Science. Must be able to undertake research to discover new facts or develop concepts and to set up and direct own work and that of support staff.

QUALIFICATIONS : Post graduate university degree in Animal Health with specialisation in areas such as animal production/nutrition/breeding/reproductive physiology. Formal training in experimental design and statistical analysis would be an asset. Requires an understanding of basic business principles and the use of computer application software.
Signature of Employee: .......................................................... Date: ................................

Signature of Manager/Supervisor: .............................................. Date: ................................